

# **Air Force Reserve Command**

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**I n t e g r i t y - S e r v i c e - E x c e l l e n  
c e**



**Officer  
Career  
Progressio  
n**



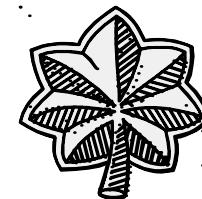
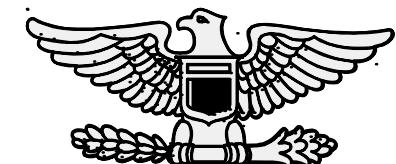
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# Officer Career Progression

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- Performance/Career Development
- Promotion Board Elements
- Promotion Board Process
- Promotion Board Results





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# Performance/Career Development

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- Performance Feedback
- Officer Performance Report
- Professional Military Education
- Promotion Recommendation Form (PRF)

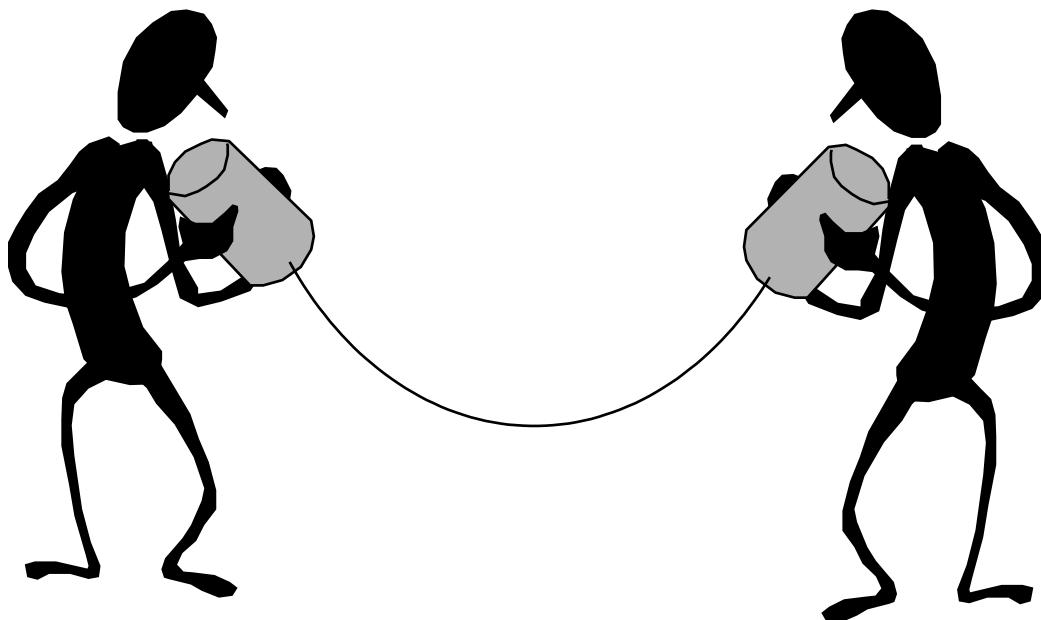


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# Performance Feedback

AFI 36-2406 Chapter 2

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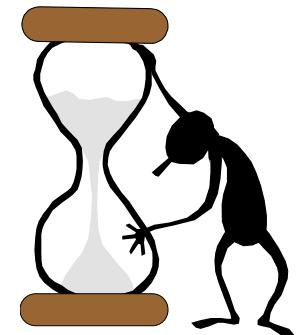


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# When It's Due

- Lt Col, Maj, Capt & Lt
  - Initial
    - Within 60 days of supervision beginning
  - Midterm
    - Within 180 days of supervision beginning
    - Thereafter 180 days after OPR
- Col
  - Initial only
    - Within 60 days of supervision beginning
- Annotated on OPR
- AF Form 724a for grades Major thru Colonel
- **AF Form 724b for grades 2LT thru Captain**



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# Officer Performance Report



FIELD GRADE OFFICER PERFORMANCE REPORT			
I. RATEE IDENTIFICATION DATA (Read AF Form 707a carefully before filling in any item)			
1. NAME (Last, First, Middle Initial)	2. SSN	3. GRADE	4. DAFSC
5. PERIOD OF REPORT From: _____ To: _____	6. NO. DAYS SUPERVISION	7. REASON FOR REPORT	
8. ORGANIZATION, COMMAND, LOCATION		9. PAS CODE	
II. UNIT MISSION DESCRIPTION			
III. JOB DESCRIPTION			
1. DUTY TITLE:			
2. KEY DUTIES, TASKS, AND RESPONSIBILITIES:			
IV. IMPACT ON MISSION ACCOMPLISHMENT			
V. PERFORMANCE FACTORS			
1. Job Knowledge		DOES NOT MEET STANDARDS	MEETS STANDARDS
Has knowledge required to perform duties effectively. Strives to improve knowledge. Applies knowledge to handle nonroutine situations.		<input type="checkbox"/>	<input type="checkbox"/>
2. Leadership Skills		DOES NOT MEET STANDARDS	MEETS STANDARDS
Sets and enforces standards. Motivates subordinates. Works well with others. Fosters teamwork. Displays initiative. Self-confident. Has respect and confidence of subordinates. Fair and consistent in evaluation of subordinates.		<input type="checkbox"/>	<input type="checkbox"/>
3. Professional Qualities		DOES NOT MEET STANDARDS	MEETS STANDARDS
Exhibits loyalty, discipline, dedication, integrity, honesty, and officership. Adheres to Air Force standards. Accepts personal responsibility. Is fair and objective.		<input type="checkbox"/>	<input type="checkbox"/>
4. Organizational Skills		DOES NOT MEET STANDARDS	MEETS STANDARDS
Plans, coordinates, schedules, and uses resources effectively. Schedules work for self and others equitably and effectively. Anticipates and solves problems. Meets schedules.		<input type="checkbox"/>	<input type="checkbox"/>
5. Judgement and Decisions		DOES NOT MEET STANDARDS	MEETS STANDARDS
Makes timely and accurate decisions. Emphasizes logic in decision making. Retains composure in stressful situations. Recognizes opportunities and acts to take advantage of them.		<input type="checkbox"/>	<input type="checkbox"/>
6. Communication Skills		DOES NOT MEET STANDARDS	MEETS STANDARDS
Listens, speaks, and writes effectively.		<input type="checkbox"/>	<input type="checkbox"/>

AF FORM 707a, OCT 95 (EF-V2) /PFORM PRO!

PREVIOUS EDITION IS OBSOLETE.

**AF Form 707a Major to**

**Colonel**

**AF Form 707b 2Lt to Captain**

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# Requirements for OPR

AFI 36-2406 Chapter 3 Table 3.4

of <b>Action Being Taken</b> <b>Report</b> <b>Required</b>	<b>Active/IDT</b>	<b>Type</b> <b>Points</b> <b>Required</b>
Annual Annual	12	
Rater changes/ CRO	12	
Reservist reassigned		
<b>Promotion to Lt Col and Col requires PRFs;</b> Promotion consideration <b>no HAF Directed</b> <b>Directed</b>	0	



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# Your Involvement

- Know when your report & feedback are due
  - OPR shell is not required to prepare a report
- Keep track of duties performed
  - Normal duties
  - Additional duties



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# Your Involvement

- Provide input to your rater
- Annotate in remarks on AF Form 40A

40A

- Keep a record of special projects
- End of tour report

***Your responsibility -- be involved***

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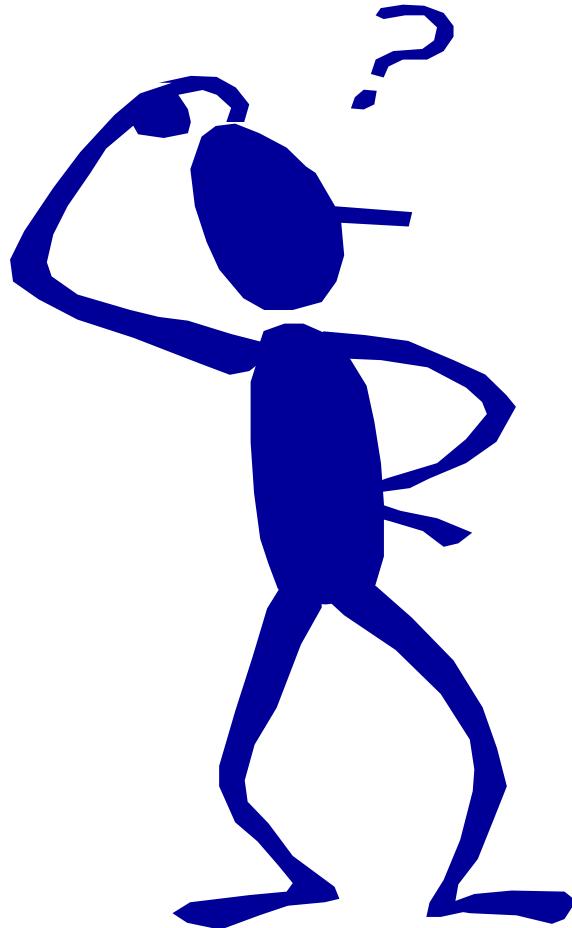


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# Questions?

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# Career Development: PME



## ■ METHODS OF PME COMPLETION FOR IMAs

- Non-Residence/Correspondence
- In-Residence (Cat B IMA o
- Seminars @ bases





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# *In-Residence PME*

**SOS**

**ACSC**

**ICAF**

**AWC**

**ArW  
C**

**NWC**



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# Squadron Officer School Selection Board



- Captain or Captain Select via ARPC Form 27
- ARPC/DPRPT holds competitive board approximately 45 days prior to the class start dates
- Course at Maxwell Air Force Base
  - Seven classes per year
  - 5-weeks in length



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# **AFR Central School**

## **Selection Board (CSSB)**

- Intermediate Service School (ISS) - 12

### **Quotas**

- Air Command and Staff College (12)

- Senior Service School (SSS) - 17 Quotas

- National War College (1)

- Air War College (7)

- Industrial College of the Armed Forces (3)

- Naval War College (2)

- Army War College (4)



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# *Central School Selection Board (CSSB)*

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- **ISS/SSS Attendance**
  - **10-month course**
  - **“PCS” including family move**
  - **On average 30% of applicants selected**
  - **Requires a commitment to Selected Reserve**
    - **Must sign 3 year commitment**



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# AFR Central School

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- Air Force Reserve solicits applications and annually conducts the CSSB at HQ ARPC
  
- Considers applicants for Senior Service Schools & Intermediate Service School (IMAs/Unit/ARTs/AGRs)
  
- Board composed of Deputy to Chief of AF Reserve; five senior colonels representing each AFR program
  
- Prior to board submission, applications are ranked by the most senior member of each AFR program



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# CSSB Application Process

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- Applications ISS/SSS (AF Form 1941)
  - IMA: Through rater to Program Manager
    - Senior MA endorses CSSB Applications
- Whole Person Concept/Selection Folder
- Board held at ARPC in November/December
- Selectees/Nonselectees notified

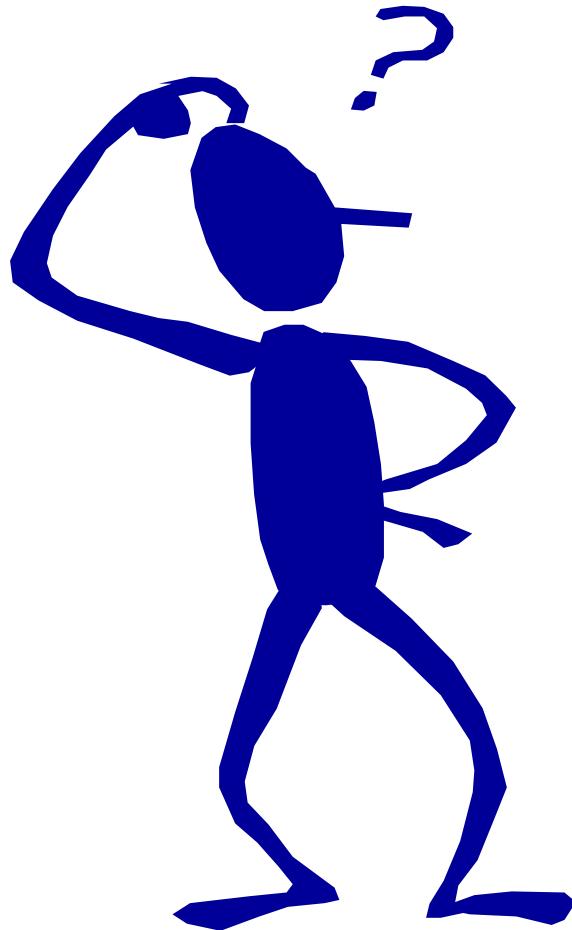


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# Questions?

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# Promotion

# Recommendation Form



(PRF)

PROMOTION RECOMMENDATION					
<b>I. RATEE IDENTIFICATION DATA</b> (Read AFI 36-2402 carefully before filling in any item)					
1. NAME (Last, First, Middle Initial) RATEE, I. M.	2. SSN 123-45-6789	3. GRADE Lieutenant Colonel	4. DAFSC n/a	5. ORGANIZATION, COMMAND, LOCATION Squadron, Command, Air Force Base	6. PAS CODE n/a
<b>II. UNIT MISSION DESCRIPTION</b> Responsible to USEUCOM and USAFE for operational support and distinguished visitor airlift throughout Europe, Africa, the Middle East, and the United States in direct support of United States diplomacy and foreign policy. Provides logistical, aeromedical, and operational airlift to Department of Defense administrative agencies, members of the executive branch of government, and foreign distinguished visitors.					
<b>III. JOB DESCRIPTION</b> <p>1. DUTY TITLE: C-20A Flight Examiner/Chief, Standardization and Evaluation</p> <p>2. KEY DUTIES, TASKS, RESPONSIBILITIES: As Chief of Standardization and Evaluation, supervises 9 officers and 8 enlisted personnel in their performance as flight evaluators serving 5 aircraft and 125 aircrew members. Reports directly to the commander and operations officer for recommendations concerning flight operations. Ensures aircrews maintain established standards of proficiency through evaluation/observation. Analyzes evaluation data for adverse trends in aircrew performance and initiates corrective action when required. Works closely with the safety office and other agencies to develop or recommend improvements for aircraft operation and aircraft procedures. Evaluates aircrew ground and flight training programs.</p>					
<b>IV. PROMOTION RECOMMENDATION</b> <ul style="list-style-type: none"> <li>- Superior leadership and performance earned several accolades—a fourth consecutive Air Force Outstanding Unit Award and the Air Force Association's "Best Reserve Unit"—best in the Air Force Reserve!</li> <li>- Leadership on airdrops in Operational Readiness Inspection directly contributed to an "Outstanding" rating</li> <li>- Aircraft commander for CINCUSCENTCOM on 33 Operation DESERT SHIELD/STORM missions</li> <li>- Rated "Outstanding" on employment and readiness by the IG for the Operational Readiness Inspection</li> <li>- Proven leadership abilities as Chief of Standardization and Evaluation; his branch achieved excellent results that directly contributed to the squadron receiving an "Outstanding" rating for two years in a row</li> <li>- Unparalleled professionalism and leadership abilities led to his selection as the Vice Wing Commander</li> <li>- The best of the best! My number one pick for promotion, HQ AF assignments, and command positions</li> </ul>					
V. PROMOTION ZONE	VI. GROUP SIZE	VI. BOARD	VII. SENIOR RATER ID		
BPZ <input type="checkbox"/> IAPZ <input checked="" type="checkbox"/> X	r/a	n/a	n/a		
<b>IX. OVERALL RECOMMENDATION</b> <p>DEFINITELY PROMOTE <input type="checkbox"/> X</p> <p>PROMOTE <input checked="" type="checkbox"/> X</p> <p>DO NOT PROMOTE THIS BOARD <input type="checkbox"/></p>		<b>X. SENIOR RATER</b> NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION RATER, I. M., Colonel, USAF Squadron, Command, Air Force Base DUTY TITLE Commander SSN 987-65-4321      SIGNATURE			
<b>Instructions</b> Review previous OERs, OPRs, Education/Training Reports, and Supplemental Evaluation Sheets. Evaluate the officer's performance and assess his or her potential. Write Promotion Recommendation (Section IV) in concise "bullet" format. Provide an accurate, unbiased assessment free from consideration of race, sex, ethnic origin, age, religion, or marital status. Provide the officer a copy of this report approximately 30 days prior to the board for which this report is prepared.					
AF FORM 709, JUN 95 (EF-V2) (PerFORM PRO)			PREVIOUS EDITION IS OBSOLETE.		

## PRF: AF Form 709

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# Promotion Recommendation Form

Indicates promotion potential (PRF)

- Required for promotion board to:
  - Lt Col
  - Col
  - All Position Vacancy (PV) nominees
- Covers entire career
- Copy to reservists 30 days prior to board
- Completed by Senior Rater

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# **PRF Recommendations and Ranking**

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- **I/APZ Recommendations:**
  - Definitely Promote
  - Promote
  - Do Not Promote This Board
- **I/APZ DP ranking**
  - Example: **2/5/10**
    - **2** = Ranked #2 of all DPs awarded
    - **5** = Total number of DPs awarded
    - **10** = Total officers under the Senior Rater competing in that competitive category
- **Position Vacancy PRFs**
  - No recommendation or ranking required on PRF

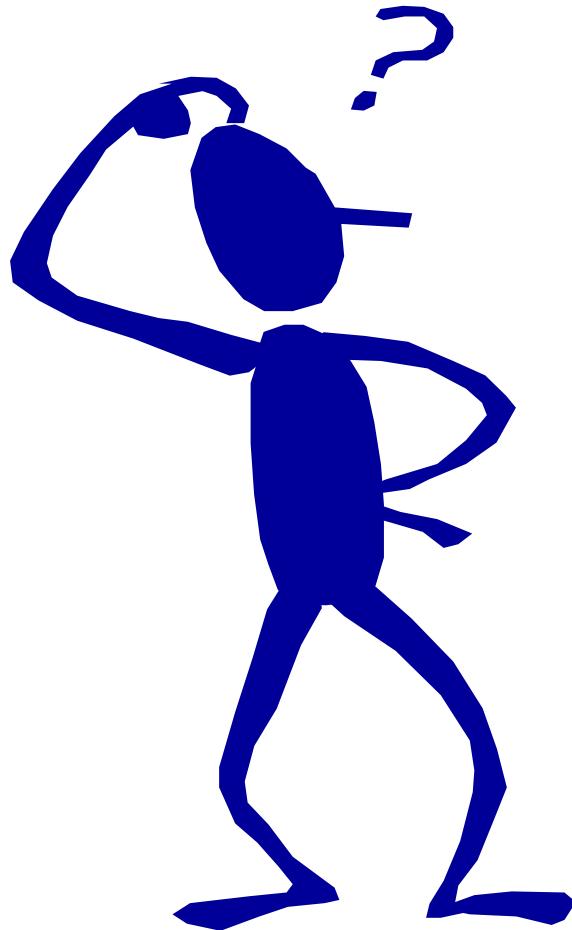


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# Questions?

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# Promotion Board Elements

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- Officer Selection Folder Contents
- Letter to the Board President



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# Contents of Officer Selection Folder

- OERs/OPRs
- PRF (when required)
- Decorations (citation)
- Medical Certifications  
(professionals only)
- Training reports
- Letter to the board  
(if submitted)

HEADQUARTERS UNITED STATES AIR FORCE OFFICER SELECTION FOLDER		
LINE OFFICER	XXXX	XXXX
DOE, JOHN		
[Redacted]		
WARNING This record is official use. Unauthorized access or disclosure is a criminal offense, punishable by a fine up to \$5,000 (5 U.S.C. 552A)		
DOE, JOHN 123 45 6789		



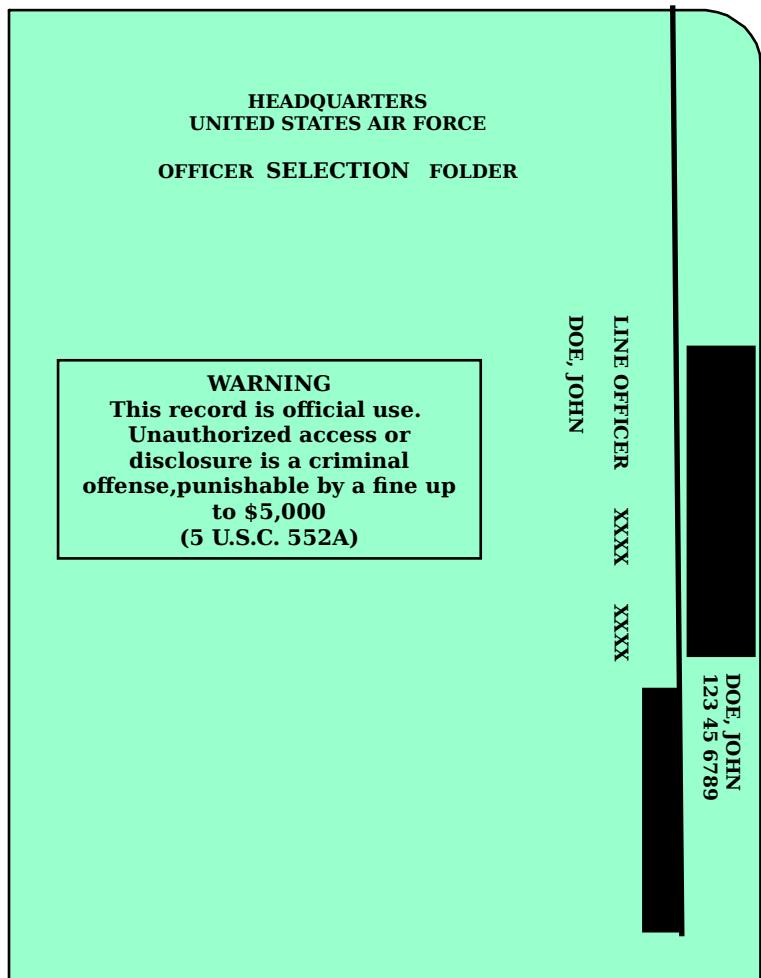
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# Contents of Officer Selection Folder

## ■ Officer Selection Brief *(Continued)*

- Personal Data
- Aeronautical data
- Decorations
- Professional Military Education
- Academic education
- Duty history
- AFSC data
- Participation: Point history





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# **Negative Items: Officer Selection Folder**



- Article 15
- LOR
- Referral OPR (forever)
  - To include any rebuttals and attachments
- Court Martial (forever)

**HEADQUARTERS  
UNITED STATES AIR FORCE**

**OFFICER SELECTION FOLDER**



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# PME/Education: What's Masked?

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Consideration to:	PME	Academic Education
Maj	Yes (above SOS)	Yes (line only: above bachelors)
Lt Col	Yes (above ISS)	No
Col	No	No



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# *Personal Letters to the Selection Board*

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## **Must:**

- **Include your name and SSN**
- **Be signed by you**
- **Arrive prior to board start date**

## **Must Not:**

- **Attach things that may become or is already a part of your record**
- **Include endorsements**
- **Include things masked**
- **Be written by someone else on your behalf**

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# *Personal Letters to the Selection Board*

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## **Should:**

- Be brief & factual
- Explain errors or gaps in your record

## **Should Not:**

- Challenge Supervisors or Chain of Command
- Be used to remove OPR
- Be whining, accusing or blaming



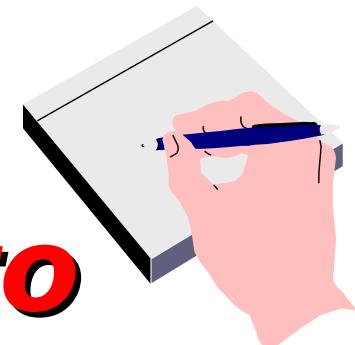
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# **Letter to the Board: What's Appropriate?**

- Explain a “bad” year
- Community service representing the Air Force
- Relationship between military and civilian job
- Progress toward completion of application

**Keep it brief and to the point!**



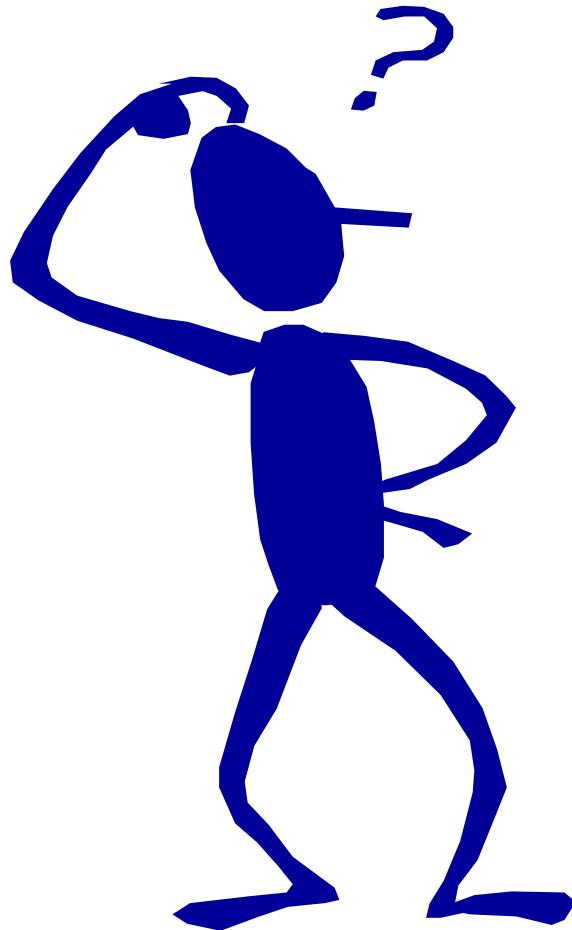


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# Questions?

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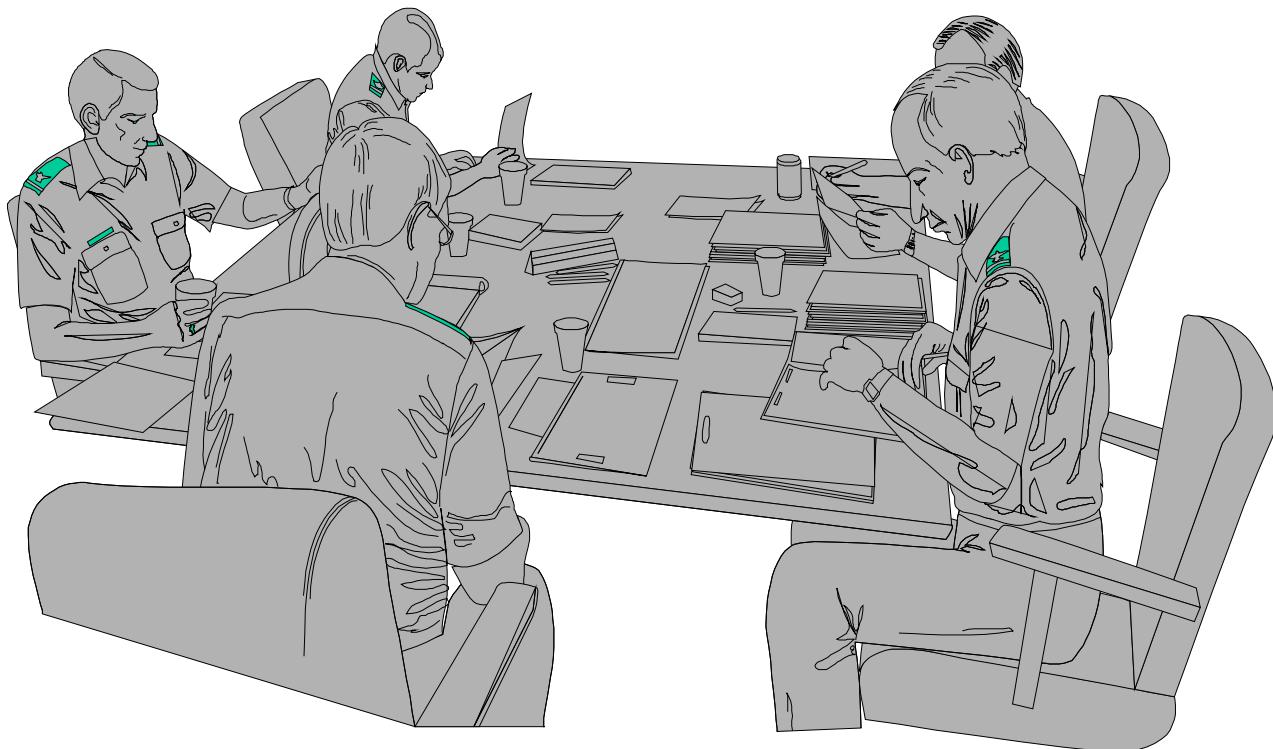
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# Promotion Board Process



**I n t e g r i t y - S e r v i c e - E x c e l l e n c e**



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# Board Composition

Board	President	Panel Chief	Panel Members
Maj	Maj Gen	Col	Col
Lt Col	Maj Gen	Brig Gen	Col
Col	Maj Gen	Brig Gen	Col

Five member panels (appropriate Regular/Reser



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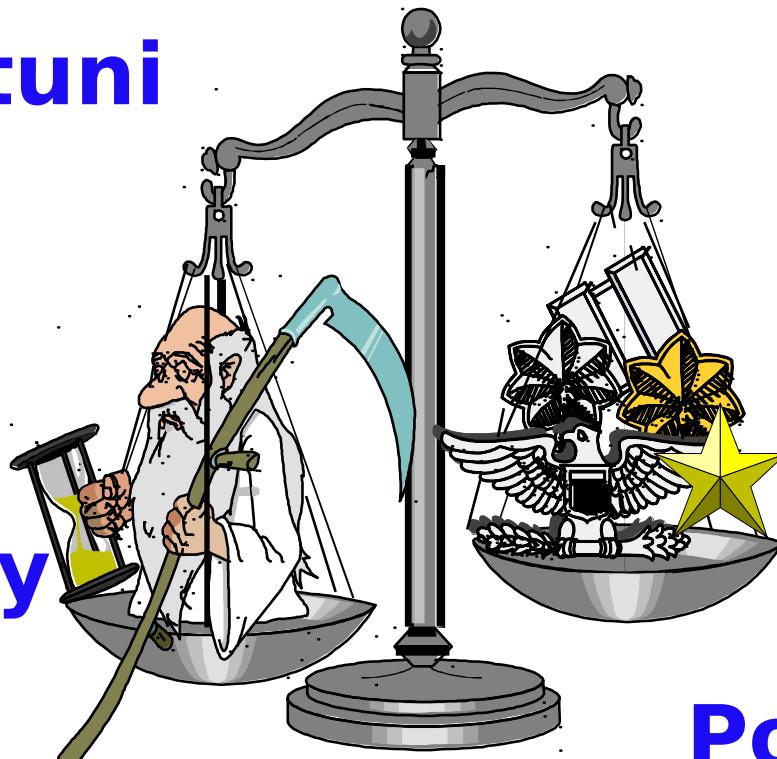
# Promotion ROE

Opportunity

Eligibility

TIG

Position  
Vacancy



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# Promotion Quota

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- **Established on 5-year requirements forecast**
- **Can = Up to 100% of the total eligible**
- **Quotas established by competitive category**
- **Set and approved by SAF prior to each board**

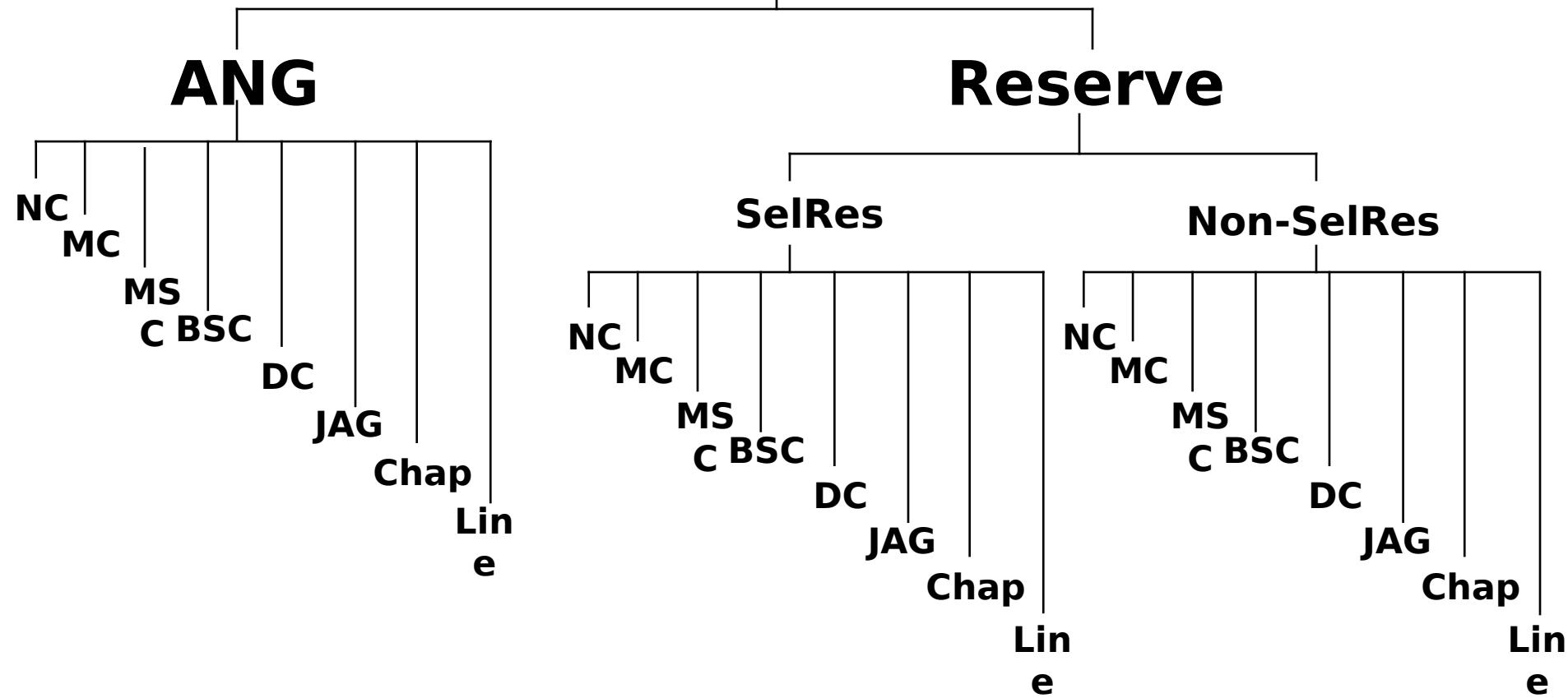


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# Promotion Competitive Categories

## Air Reserve Component





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# **Eligibility Requirements (IPZ/APZ)**

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- **One year on Reserve Active Status List (RASL)**
  - Active duty list counts towards year
- **Remain on RASL until promotion effective date**
  - Assignment to Inactive Status List Reserve Section or to Retired Reserve removes you from RASL
- **Meet Time In Grade (TIG) requirements**

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# *Time in Grade*

## *Requirements for FY04*

Promotion to:	TIG	Position Vacancy TIG
1st Lt	2	N/A
Capt	2	N/A
Maj	7	4
Lt Col	7	4
Col	3	N/A

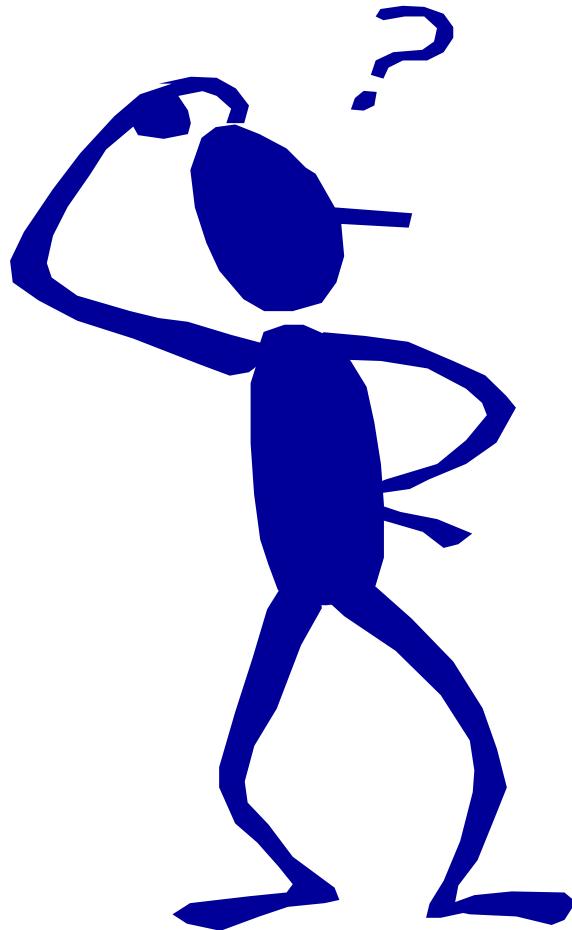


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# Questions?

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# Position Vacancy



## Eligibility Requirements

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# **Eligibility Requirements Position Vacancy**

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- Assigned to a RASL position
- Not eligible for mandatory board
- Occupy authorized higher grade position when nominated
  - Not reassigned prior to:
    - Date of Completion of TIG or
    - Date President signs Select List or
    - Public Release, whichever is later
- Satisfactory year during last full R/R year
- Complete TIG by 30 September of board year
- Nominated by your senior rater on PRF

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# Position Vacancy Promotions



## ■ Nominee

- Ensure Your records are up to date
  - Contact your MPF or HQ ARPC to get a copy of your Officer Preselection Brief

## ■ You can write letter to board

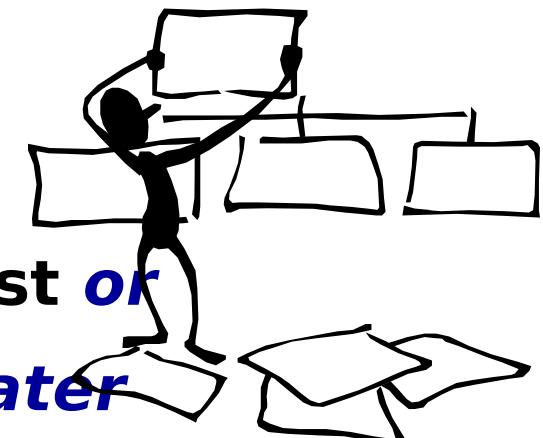
## ■ Promotion Effective Date

- Date of Completion of TIG **or**

- Date President signs Select List **or**

- Public Release, **whichever is later**

## ■ No PV for Col



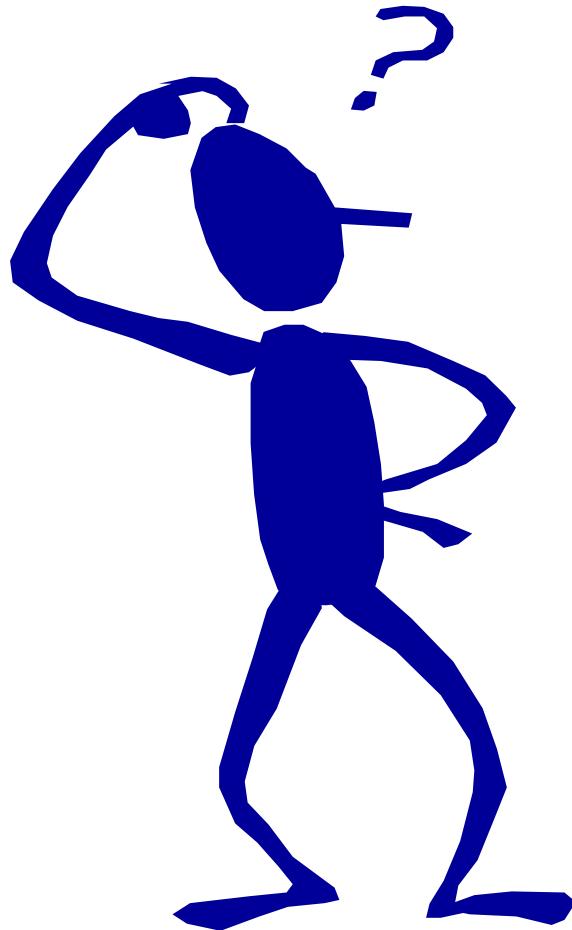


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# Questions?

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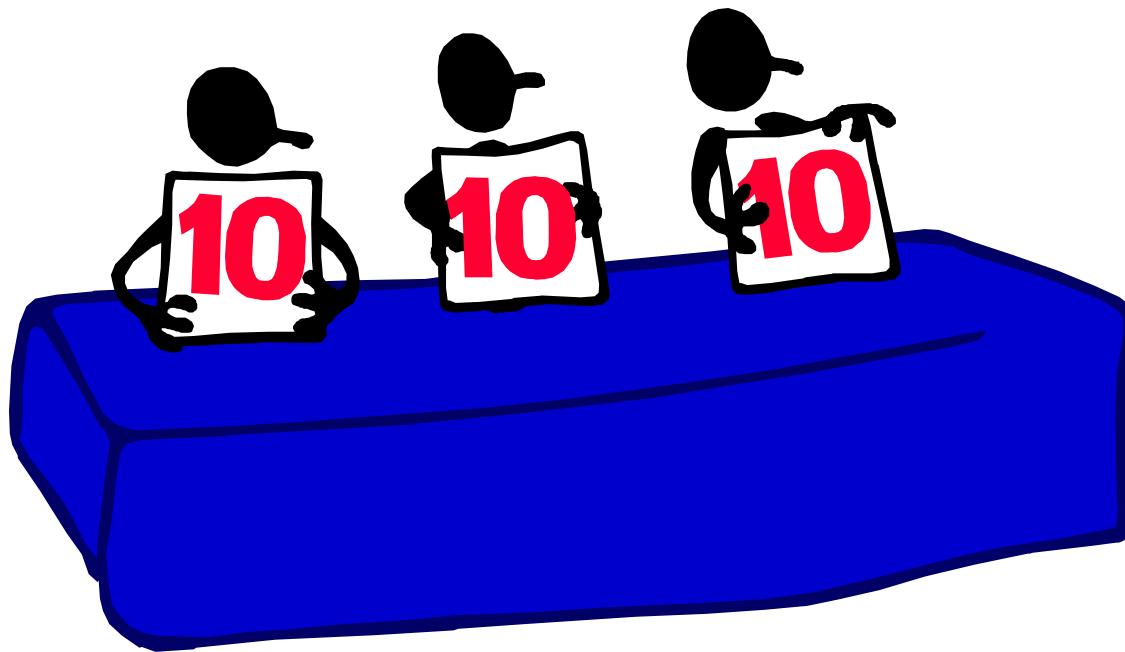
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# Board Results



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# New Policy for Promotion to Captain



## ■ No Board to Captain

### ■ Who's eligible

- **Selected Reserve:** Unit, ART, AGR, IMA, & Selective Service
- **Non-Selected Reserve:** Standby Reserve & IRR

### ■ How it works

- Senior rater recommends officers as fully qualified **OR** not fully qualified

### ■ When promoted

- Pin on two years time in grade



# FY05 Line and Nonline ~~Captain Promotion~~

Board Type	Eligibility Criteria	Date of Rank (DOR)
Air National Guard		30 Sep 02 or earlier
Mandatory Selected Reserve (SelRes)		30 Sep 03 or earlier
Mandatory Other than Selected Reserve (NonSelRes)		

New procedures began with FY04 promotion  
cycle

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# Line Capt Selection Rates

(%)

	FY01	FY02	FY03			
<b>ANG</b>	<b>100%</b>	<b>92%</b>	<b>70%</b>			
<b>UNIT</b>	<b>99%</b>	<b>96%</b>	<b>99%</b>			
<b>IMA</b>	<b>99%</b>	<b>97%</b>	<b>97%</b>			
<b>AGR</b>	<b>(None - eligible)</b>		<b>100%</b>			
<b>Selected Reserve Total</b>	<b>99%</b>			<b>95%</b>	<b>99%</b>	
<b>Participating IRR (Cat E)</b>				<b>100%</b>	<b>88%</b>	
	<b>100%</b>					
<b>Non-Participating (S7)</b>	<b>86%</b>		<b>82%</b>		<b>78%</b>	
<b>Non-Selected Reserve Total</b>			<b>86%</b>	<b>85%</b>		<b>78%</b>

03 Board: Separate Quotas for Selected Reserve and Non-Selected Res



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# Non-Line Captain Selection Rate (%)



<u>FY01</u>	<u>FY02</u>	<u>FY03</u>		
■ Health Professions				
NC	96%	86%	96%	
MSC	94%	95%	100%	
BSC	89%	82%	94%	
DC	100%		71%	100%
<u>FY01</u>	<u>FY02</u>	<u>FY03</u>		
■ JAG	none	none		100%
■ Chaplain	94%	100%		100%



# Line Major Selection Rates

(%)

	FY02	FY03	FY04			
<b>ANG</b>	<b>90%</b>	<b>90%</b>	<b>80%</b>			
<b>UNIT</b>	<b>76%</b>	<b>73%</b>	<b>55%</b>			
<b>IMA</b>	<b>53%</b>	<b>57%</b>	<b>48%</b>			
<b>AGR</b>	<b>0%</b>	<b>73%</b>	<b>100%</b>			
<b>LEAD</b>	--	--	<b>100%</b>			
<b>Selected Reserve Total</b>		<b>68%</b>		<b>67%</b>		<b>52%</b>
<b>Participating IRR (Cat E)</b>	<b>49%</b>		<b>29%</b>		<b>50%</b>	
<b>Non-Participating (S7)</b>	<b>20%</b>		<b>2%</b>		<b>7%</b>	
<b>Non-Selected Reserve Total</b>					<b>24%</b>	<b>7%</b>
	<b>12%</b>					

FY 03 Board: Separate Quotas for Selected Reserve and Non-

Selected Reserve

I n t e g r i t y - S e r v i c e - E x c e l l e n c e



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# Non-Line Major Selected Reserve Selection Rates



	FY02	FY03	FY04 (%)
■ Health Professions			
NC	48%	63%	56%
MC	39%	65%	76%
MSC	62%	49%	35%
BSC 38%		24%	40%
DC	33%	64%	43%
■ JAG	69%	100%	68%
■ Chaplain	45%	98%	80%

FY 03 Board: Separate Quotas for Selected Reserve and Non-Selected Reserve

Selection Rates are Selected Reserve Only



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# Line Lieutenant Colonel Selection Rates (%)

	FY02	FY03	FY04		
<b>ANG</b>	74%	75%	62%		
<b>UNIT</b>	58%	64%	60%		
<b>IMA</b>	45%	55%	48%		
<b>AGR</b>		100%	89%		88%
<b>LEAD</b>	75%				
<b>Selected Reserve Total</b>		51%	60%		55%
<b>Participating IRR (Cat E)</b>	40%		31%	29%	
<b>Non-Participating (S7)</b>	15%		12%	0%	
<b>Non-Selected Reserve Total</b>			35%	27%	22%

FY 03 Board: Separate Quotas for Selected Reserve and Non-

Selected Reserve

I n t e g r i t y - S e r v i c e - E x c e l l e n c e



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# Non-Line Lieutenant Colonel Selection Rates



(%)

	FY02	FY03	FY04		
■ Health Professions					
NC	54%	57%	54%		
MC	53%	70%	62%		
MSC	54%	68%	58%		
BSC	50%	69%	50%		
DC	78%	71%	67%		
■ JAG		69%	64%	52%	
■ Chaplain		45%	44%	50%	

Selection Rates are Selected Reserve Only

Integrity - Service - Excellence



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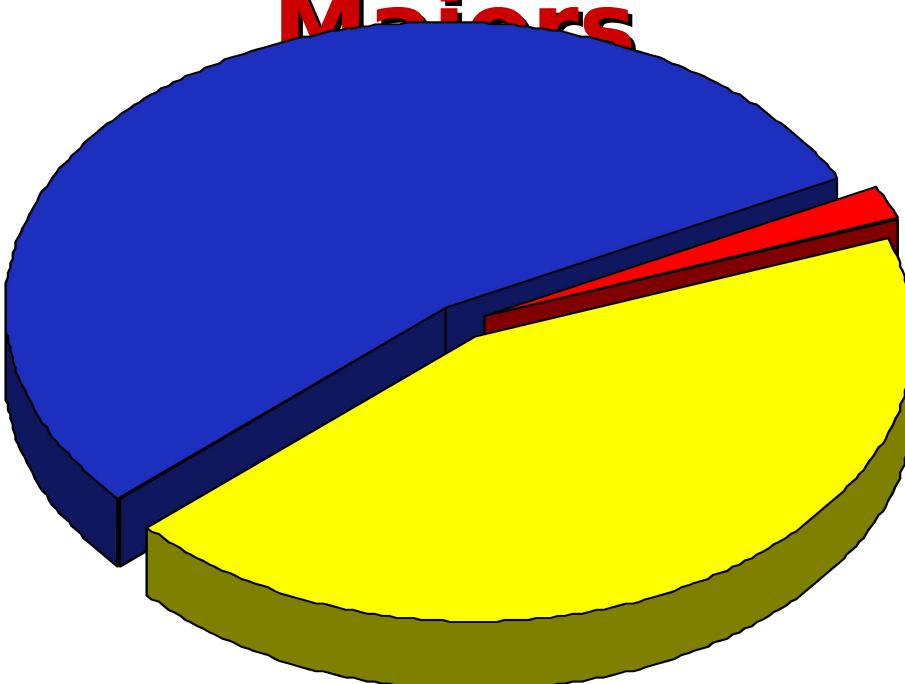
# FY04 Lieutenant Colonel Board; Who Met the

## Board?

### 653 Line

#### Majors

Promote  
54%



Do Not Promote,  
Not Required/  
Received  
2%  
Definitely Promote  
44%

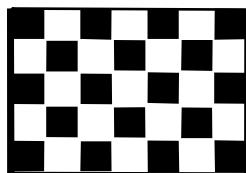
### 360 Promoted

Integrity - Service - Excellence



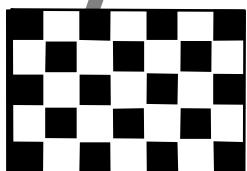
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# FY04 Lieutenant Colonel Board



**289 “DPS”**

**Line - Who Got  
Promoted?**



*Integrity - Service - Excellence*

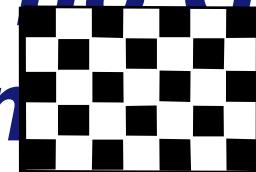


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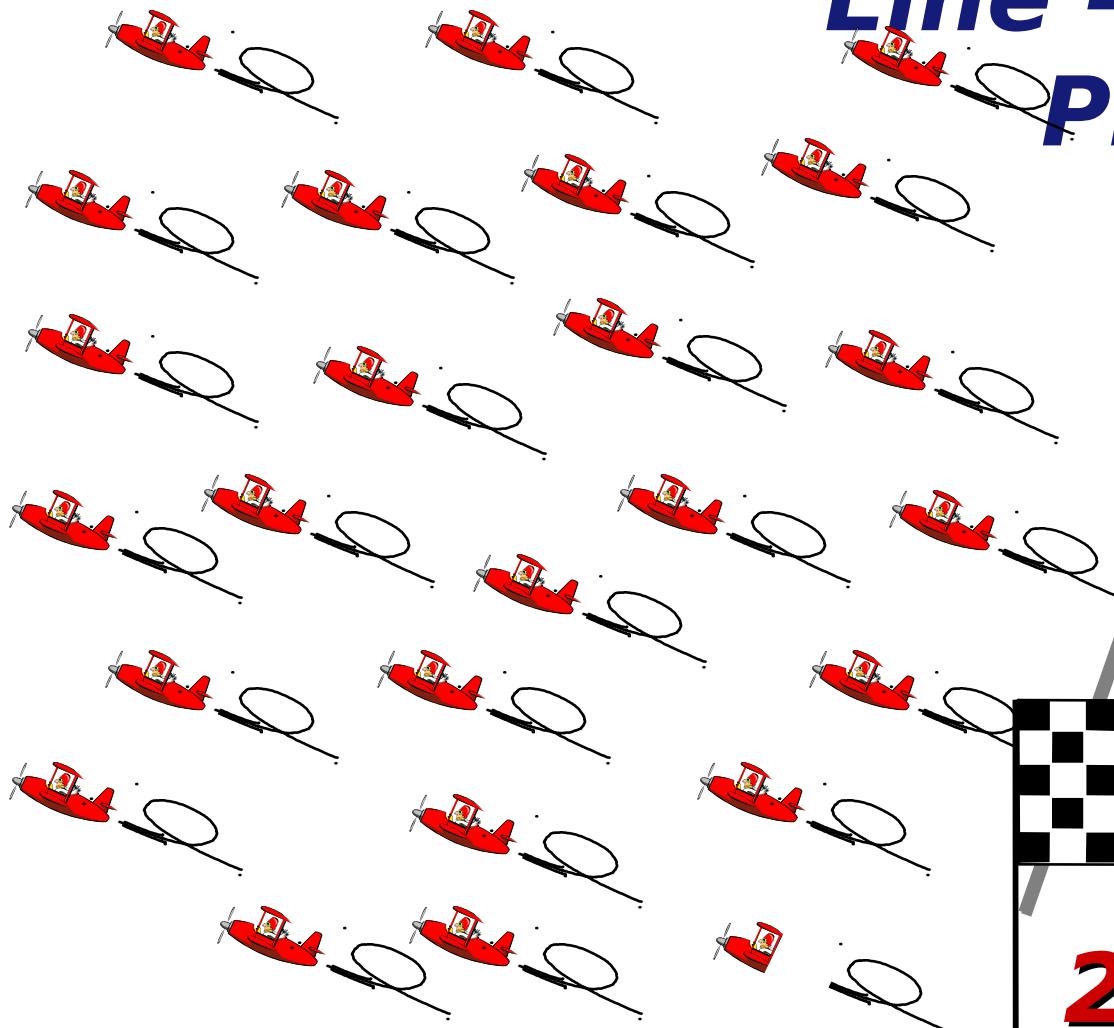
# FY04 Lieutenant Colonel Board



Line - Who Got  
Promoted?



**289 "DPS"**  
**283 Select**



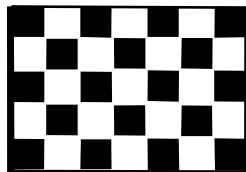
**24 1/2 out of**  
**25** *cellence*

*Integrity - Service -*



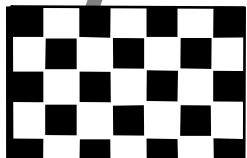
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# FY04 Lieutenant Colonel Board



**353 "Promotes"**

*Line - Who Got*



*Integrity - Service - Excellence*



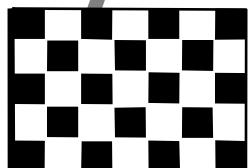
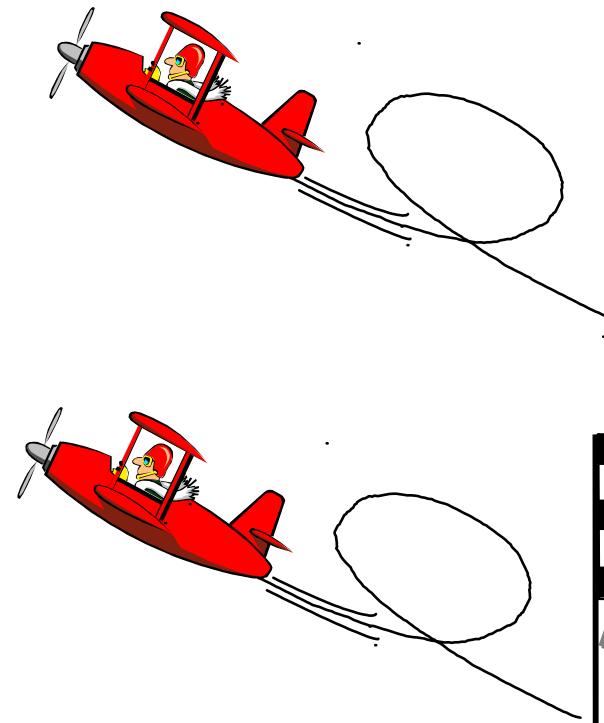
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# FY04 Lieutenant Colonel Board



**353 "Promoted"  
77 Selects**

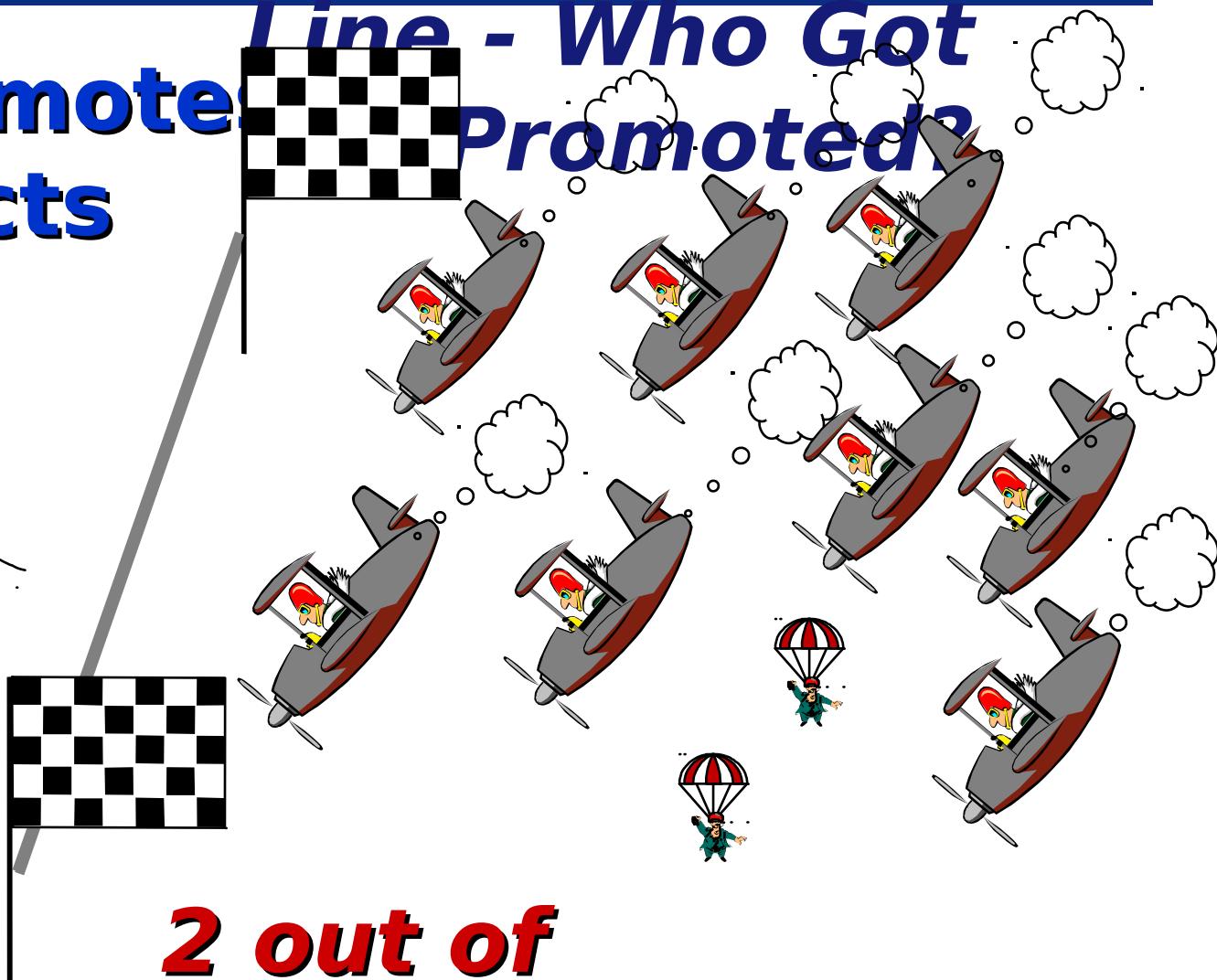
*Line - Who Got  
Promoted?*



**2 out of**

**10**

*Integrity - Service - Excellence*





# Line Colonel Selection Rates

(%)

	FY02	FY03	FY04			
<b>UNIT</b>	<b>14%</b>	<b>14%</b>	<b>19%</b>			
<b>IMA</b>	<b>14%</b>	<b>17%</b>	<b>18%</b>			
<b>AGR</b>	<b>33%</b>	<b>32%</b>	<b>50%</b>			
<b>LEAD</b>	<b>12%</b>	<b>12%</b>	<b>23%</b>			
<b>Selected Reserve Total</b>	<b>15%</b>			<b>16%</b>	<b>20%</b>	
<b>Participating IRR (Cat E)</b>				<b>2%</b>	<b>2%</b>	<b>7%</b>
<b>Non-Participating (S7)</b>				<b>0%</b>	<b>0%</b>	<b>0%</b>
<b>Non-Selected Reserve Total</b>				<b>2%</b>	<b>2%</b>	<b>6%</b>

FY 03 Board: Separate Quotas for Selected Reserve and Non-

Selected Reserve

I n t e g r i t y - S e r v i c e - E x c e l l e n c e



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# Non-Line Colonel Selection Rates (%)

	FY02	FY03	FY04			
■ Health Professions						
NC	10%	15%	19%			
MC	8%	9%	15%			
MSC		11%	25%	25%		
BSC	4%	12%	22%			
DC	9%	9%	18%			
■ JAG	11%	11%	23%			
■ Chaplain	13%	17%	23%			

Selection Rates are Selected Reserve and Non-Selected Reserve

*Integrity - Service - Excellence*

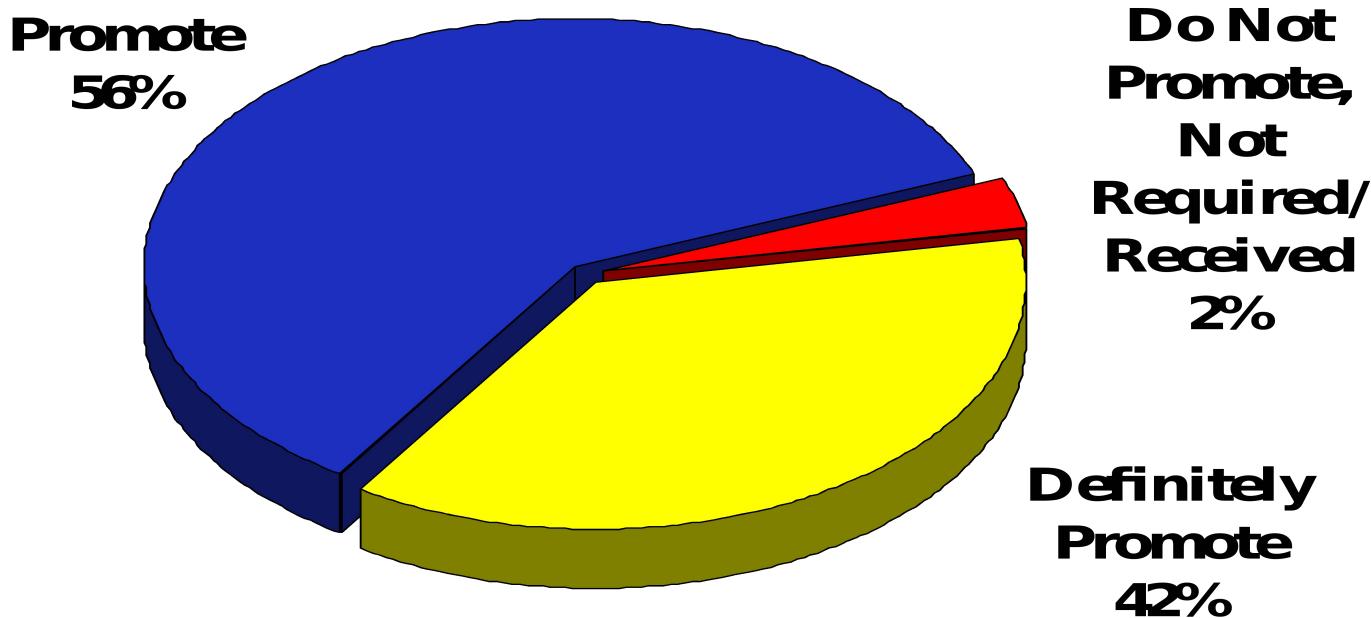


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# FY04 Sel Res Colonels Board



## Who Met the Board? **1008 Line Lt Cols**



### **203 Promoted**

*Integrity - Service - Excellence*

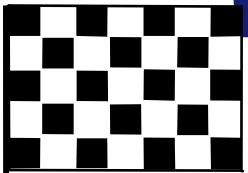


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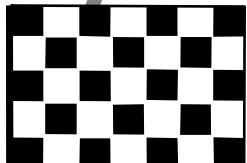
# FY04 Sel Res Line Colonels Board



## Who Got Promoted?



**423 “DPs”**



*Integrity - Service - Excellence*

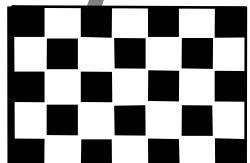


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# FY04 Sel Res Line Colonels Board



## Who Got Promoted?



**423 “DPs”  
202 Selects**

**12 out of**

**25**

*Integrity - Service - Excellence*



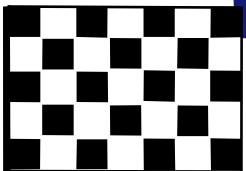


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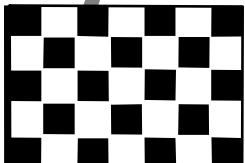
# FY04 Sel Res Line Colonels Board



## Who Got Promoted?



**563 “Promotes”**



*Integrity - Service - Excellence*



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# FY04 Sel Res Line Colonels Board



## Who Got Promoted? 563 "Promotes" 1 Selects



1 out of

**563**

Integrity - Service - Excellence



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# FY04 Colonels Board Sel Res Line - Selection



<u>Selects</u>	<u>%</u>	<u>Eligible</u>	<u>Factors</u>
DPs		423	202
48%			



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# FY04 Colonels Board Sel Res Line - Selection



## Factors

### Eligible

#### Selects

#### %

DPs	423	202
	48%	

DP+SSS	389	202
	52%	



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# FY04 Colonels Board Sel Res Line - Selection

<u>Selects</u>	<u>%</u>	<u>Eligible</u>	<u>Factors</u>
DPs	48%	423	202
DP+SSS	52%	389	202
DP+SSS+Mast>	52%	261	137

In 52% gility - Service - Excellence



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# FY04 Colonels Board Sel Res Line - Selection

## Factors

### Eligible

#### Selects

#### %

DPs                          423                          202  
48%

DP+SSS                          389                          202  
52%

DP+SSS+Mast> 261                          137

52% Integrity - Service - Excellence

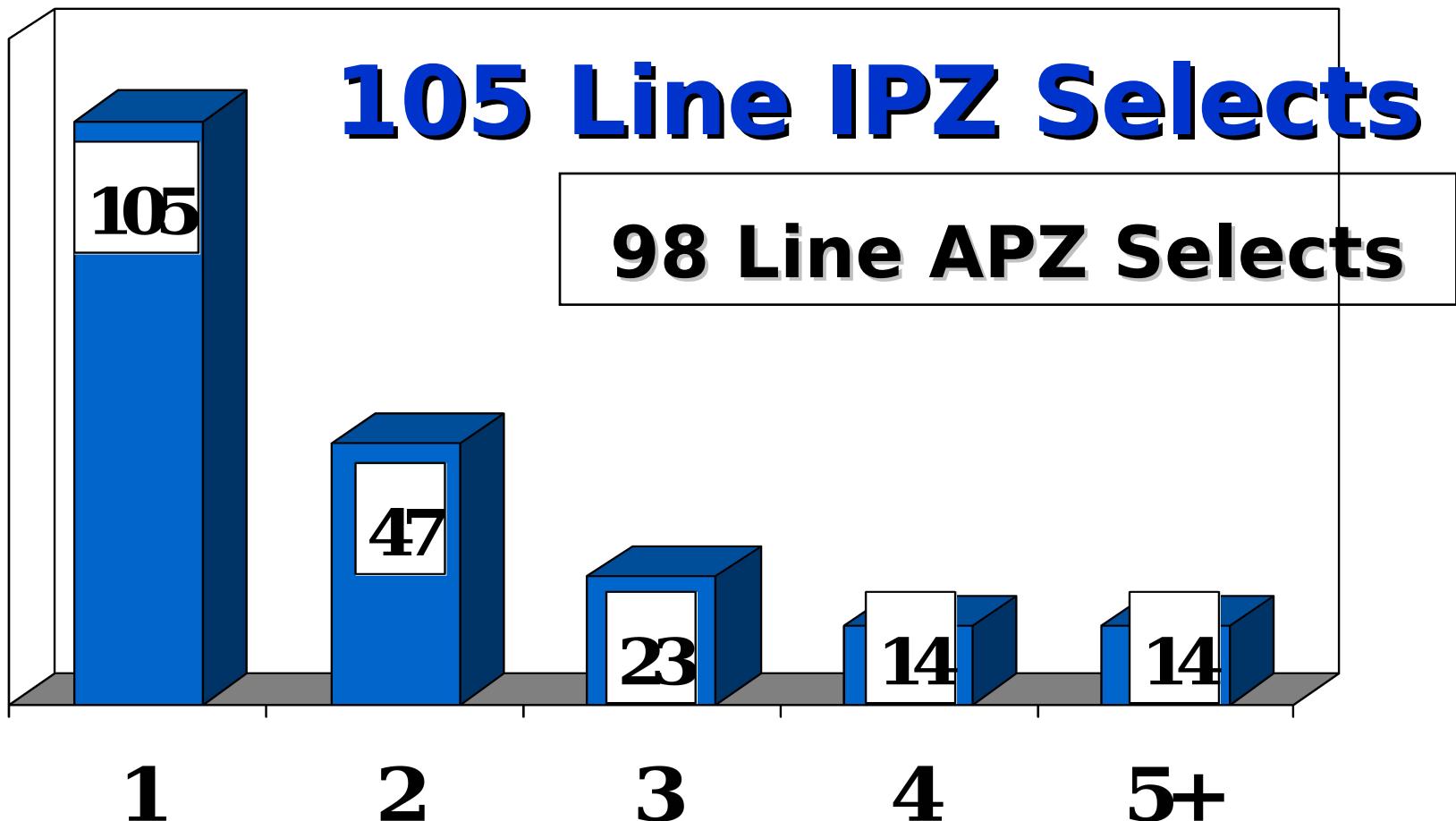


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# FY04 Sel Res Colonels Board



## Number of Tries to Colonel



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# **Board Members: What's Important?**

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- Potential (PRFs when applicable)
- Performance (OERs/OPRs)
- Participation (Point Summary)
- PME
- Level of responsibility
- Academic Education
- Letters to the board (when needed)



# Fact Sheets on Web

- On <http://arpc.afrc.af.mil/promo> upon board release
- Broken out by Competitive Category
- Shows what board members look for
- All eligible officers vs selected officers
  - Broken out by “whole-person” factors
    - PRF rating (if applicable)
    - Current OPR
    - Satisfactory participation
    - PME
  - Awards



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# Promotion Board Schedule

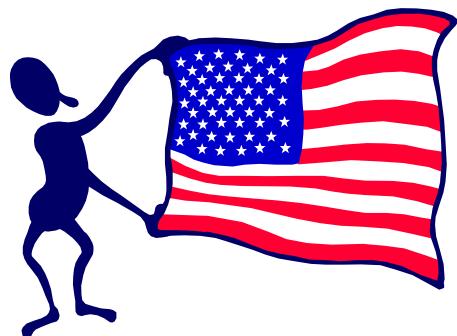


Promotion Board	Air Force Reserve	Air National Guard
	<b>18 Oct 04 FY05</b>	<b>Not Held At ARPC</b>
	<b>9 Feb 04 FY05</b>	<b>19 Apr 04 FY05</b>
	<b>14 Jun 04*FY05</b>	<b>19 Apr 04 FY05</b>

\*Includes Air Force Reserve Legal & Chaplain Major promotions



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**To Volunteer**

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***To Be a Board  
Member  
(Colonels Only)***

**IMA/AGR - HQ USAF/REPS  
DSN: 425-6035**

**Unit/ART - HQ AFRC/DPMO  
DSN: 497-1219**

**ANG - HQ ARPC/CCG  
DSN: 926-6303**

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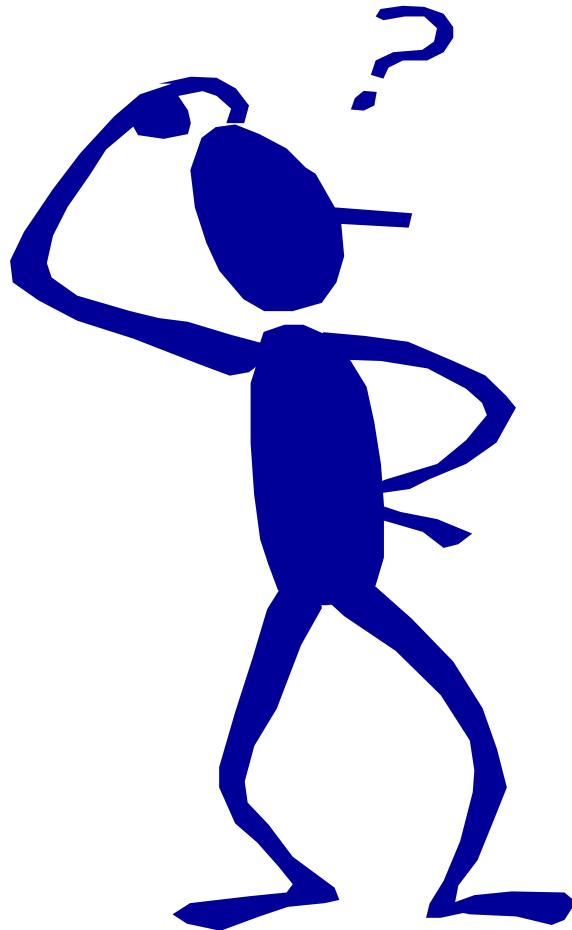


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# Questions?

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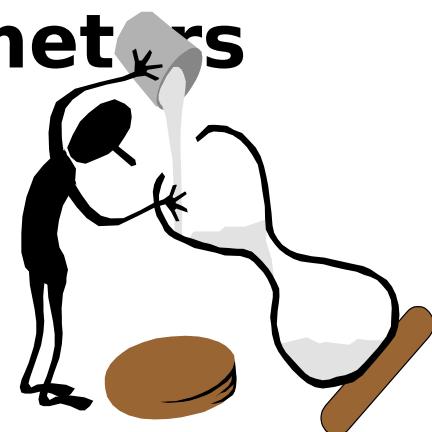
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# Selective Continuation Board

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- Purpose
  - To continue officers in selected career fields to meet the needs of the Air Reserve
- Each Board is different
  - SAF determines the parameters prior to each board





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# Selective Continuation Board



- **Eligibles and Length of Continuation determined by SAF for each board**
- **Past Board**
  - **Eligible**
    - **Selected Reserve Officer**
    - **Specified AFSCs**
    - **2X deferred for promotion Maj and Lt Col**
    - **Lt Col at MSD of 28 years**
  - **Maximum Length of Continuation**
    - **Capt - 20 years TFCS**
    - **Maj - 24 years TFCS**
    - **Lt Col - 30 years TFCS**



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# Selective Continuation Board



- Meet eligibility requirements = Meet Board
- No quota - 100% opportunity
  - Yes/No vote
- Application for continuation is no longer required
- Continued officers will meet future promotion boards
- Officers declining continuation status will be separated or retire
- Continuation board results have been at or close to 100%



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# Mandatory Separation Date (MSD)

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# Mandatory Separation Date

- Maximum allowable years on Reserve Active Status List (RASL) varies by grade, age, and years of service
  
- Establishment of MSD is based on commissioned service, not satisfactory service used for retirement



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# **Separation for Length of Service or Age**

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**Grade**

**Commissioned Service**

**Max Age\*\***

**Colonel**

**30 years**

**60**

**Lt Colonel**

**28 years**

**60**

***\*\*the earlier of the computations - age 60 takes precedence***

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# ***Failure of Selection for Promotion***

## ***(Passed Over Twice)***

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# Failure of Selection for Promotion

**Passed Over Twice:**      **Date of Separation:**

**Captain**      

- 7th mo. after promotion board approval

**Major**      

- First day of the month after the month when the officer completes 20 years of commissioned service or the 7th mo. after promotion board approval whichever is later

**Lt Colonel**      

- First day of the month after the month when the officer

*Integrity completes 28 years of e*



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# **MSD**

# ***Waivers***

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# Non-Line Officers

- **Medical:** Can request an age waiver and be retained until age 67
- **Chaplain:** Can request an age waiver and be retained until age 67
- **Legal:** May be retained with SAF approval for up to 3 years beyond their MSD or up to age 60 which ever is first
  - Applies only to educational delay



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# **MSD Waiver Process**

## **Non-Line Officers**

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- Officer initiates request for retention through their command channels to HQ ARPC/DPP
- Submit 6 months before established MSD
- Full justification by officer's commander must accompany and clearly support the request
- Secretarial approval required for retention beyond MSD

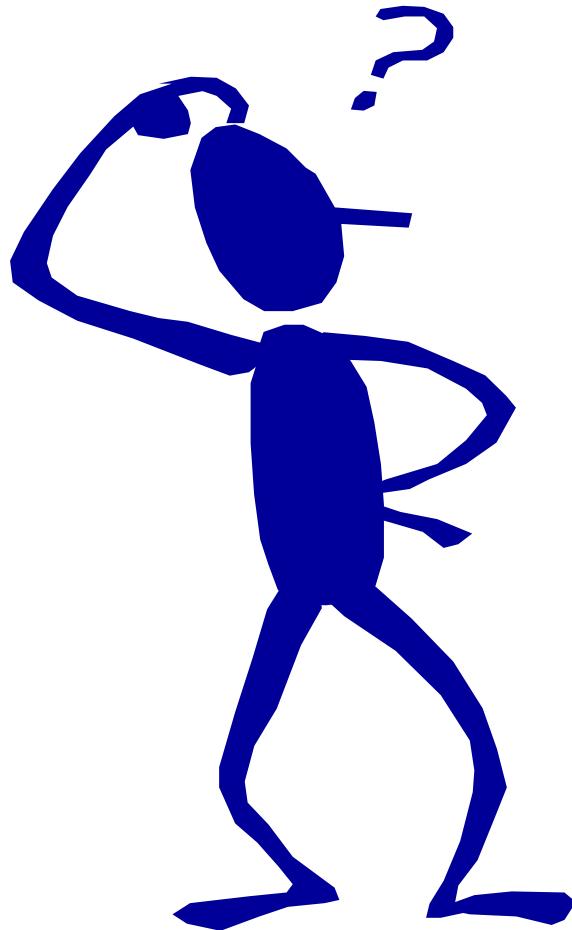


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# Questions?

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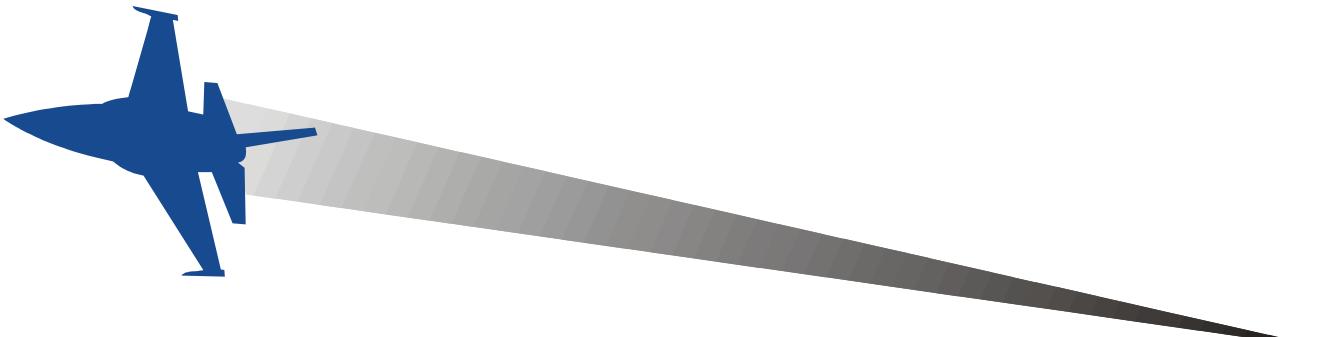
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# AIR FORCE RESERVE

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*ABOVE & BEYOND*

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